

Letter No. 10/40/2012-Welfare  
Ministry of Finance  
Department of Financial Services  
(Welfare)

\*\*\*\*

New Delhi, dated 19 March, 2013.

To

Shri M. Prasad,  
Chief Executive Officer,  
GIPSA,  
Ground Floor, Jeevan Deep Building,  
Sansad Marg, New Delhi.

Subject: Annual meetings with the SC/ST/OBC Employees' Welfare Associations in Banks and FIs and Public Sector Insurance Companies, regarding.

Sir,

In terms of DOP&Ts instructions, negotiations are held with the recognised Associations of employees under CCS(RSA)Rules, 1993 in terms of which Welfare Associations whose membership is restricted only to SC/ST/OBC employees in Public Sector Banks, FIs and PSICs do not fall under the category 'Associations'. However, as a measure of goodwill gesture, this Department had been holding annual meetings with the above said Welfare Associations over and above quarterly meetings being held by the Management of respective Institutions with these bodies.

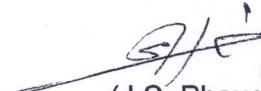
2. It has been found that most of the issues raised and discussed in such meetings required action at local banks level and could have easily been solved through quarterly meetings already being held by the managements of all banks and insurance companies.

3 The matter has since been reviewed. Since the policy matters relating to the issues of reservation and welfare of members of SCs/STs/OBCs are decided by the DOP&T and there being no mandatory provisions to have structural meetings with the employees of these Welfare Associations annually by the administrative Department concerned, it has been decided that instead of holding such meetings by the DFS and getting involved in sensitive matters of industrial relations, it would be appropriate that such annual meetings with the SC/ST/OBC Employees Welfare Associations in Non-Life Insurance Companies are held by the GIPSA which is the apex body of PSICs, as a part of their industrial relation initiatives.

4. You are therefore, requested to organize such annual meetings with the representatives of individual majority Welfare Associations of all Public Sector Insurance Companies for appropriate actions at the individual organisation level. IBA has also been requested separately to hold such meetings in respect of SC/ST/OBC Employees Welfare Associations in respect of Public Sector Banks.

5. However, the normal channel of individual grievances regarding non-implementation of reservation policy/other welfare measures of SC/ST/OBC employees mandated by the DOP&T will remain available in the DFS to the members belonging to SCs, STs and OBCs, as in the past.

6. This issues with the approval of Hon'ble Finance Minister.

 19/3/2013  
(J.S. Phaugat)

Under Secretary(Wel. & Parl)

Tele: 011-23748725

1. Copy to the Chairman, LIC, for information and necessary action.
2. Copy also to CMDs of all Life/Non-Life Public Sector Insurance Companies for information and necessary action.